



May 11, 2010

MEMORANDUM

TO: All State Police Officers Council (SPOC) COBRA Members

FR: Benefits Team, Iowa Department of Administrative Services – Human Resources

RE: **July 2010 Premium Rates and Annual Enrollment and Change Period Information**

This memorandum provides information regarding the SPOC COBRA health and dental premium information effective July 1, 2010 and information on your annual enrollment and change period.

Your annual enrollment and change period will run from **May 11, 2010 through June 11, 2010**. Changes that you make during this time period will become effective **July 1, 2010**.

During this time period you may add or remove eligible family members from your plan. Your benefit election will remain in effect until the next year's enrollment and change period. You will not be able to make any changes until your next annual enrollment and change period unless you have a qualified life event.

Expanded Dependent Eligibility

The definition of "dependent child" was revised with passage of the federal Affordable Care Act and now includes your children through the end of the year in which they turn age 26. The dependent child may be married or unmarried. If married, the dependent's spouse is not eligible for coverage.

During this enrollment and change period you may add any dependent who meets the above criteria for coverage effective July 1, 2010. In addition to the extension of the dependent's age for eligibility, this new federal legislation also removed the tax liability for these over age dependents. Therefore, there is no tax consequence for a dependent over age 19 who is not a full time student to be on your plan.

You can review benefit information at the following website: http://benefits.iowa.gov/spoc_gen_info.html.

Monthly premiums effective July 1, 2010

Alliance Select Monthly Premium		Delta Dental Monthly Premium	
Single Coverage	\$409.72	Single Coverage	\$28.26
Family Coverage	\$1,024.18	Family Coverage	\$71.05

If you have any questions, please contact:

Public Safety Employees

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